

# LCF Works

We understand the disruption, unrest, pressure, and financial constraints that an employment law case can cause within an organisation. As a savvy business owner, it pays off to always be one step ahead with your contingency plan — constantly keeping abreast of regulatory changes as well as reacting quickly and appropriately should problems arise.

Having a team of experienced lawyers on hand that you can rely on to provide a solution enables business owners and professionals time to concentrate on the bigger picture.

That's where LCF Works comes in.

## What is LCF Works?

- LCF Works is an expert employment law and HR advice package that can assist with employment law issues as and when they arise, providing unlimited telephone and written advice as well as contracts and other documentation
- A retainer service paid by the customer in 12 equal, monthly instalments — to guarantee consistency and certainty of costs.

## Why LCF Works?

- Our team of senior lawyers has significant experience in advising business owners on employment law
- You will always speak to a qualified lawyer about your enquiry
- We will become embedded in your organisation, and are on hand to answer your queries with a friendly face and a wealth of industry expertise
- We take a tailored approach on a case-by-case basis — down to the customised legal documents we produce especially for you
- Our subscription package does not tie you in to an extended contract, with just an initial 12-month retainer, which is reviewable thereafter.

## Who is LCF Law?

For over 35 years, LCF Law has successfully helped businesses and individuals all over the country to solve their legal issues.

A proud Yorkshire law firm with national clients, we have offices in Leeds, Bradford, Harrogate, and Ilkley and have a 125-strong workforce.

We deliver legal services which exceed client expectations — offering specialist guidance, communicating clearly, and always listening.



## Employment law

### James Austin

A partner of the employment law team, James Austin boasts 20 years' experience in advising businesses of all shapes and sizes on various employment law matters.

A confident and experienced law professional, James covers all aspects of employment law including redundancy, disciplinarys, performance reviews, grievances, and TUPE issues. He has also successfully represented clients both raising and defending claims in employment tribunals — addressing allegations including unfair dismissal, discrimination, and whistleblowing.



**James Austin**  
[jaustin@lcf.co.uk](mailto:jaustin@lcf.co.uk)  
 07729 118 961

James' clients appreciate his knowledge and expertise:

*“ James recently defended a spurious tribunal claim raised against us by a former employee. He assisted us from the receipt of the claim form to carrying out the advocacy at the tribunal.*

*“ I'm pleased to say, not only did we win the case, but the ex-employee was also ordered to repay the costs we had incurred in defending the claim — which I understand is an uncommon outcome in tribunal claims. We highly recommended him. ”*

*The Glen Nursing Home*

James is also a lecturer at Leeds University and a trainer for organisations educating solicitors and HR professionals.

The 2021 edition of 'Chambers and Partners' had this to say about James:

*“ James Austin is recommended for his advice on issues such as allegations of discrimination and harassment. He also advises clients on breach of contract claims and senior executive exits.*

*“ James is very knowledgeable and approachable, is a competent and pragmatic lawyer, and deals with work effectively and sensitively. ”*

**Bradford**  
 One St James Business Park  
 New Augustus Street  
 Bradford BD1 5LL  
 01274 848 800  
[enquiries@lcf.co.uk](mailto:enquiries@lcf.co.uk)

**Leeds**  
 33 Park Place  
 Leeds LS1 2RY  
 0113 244 0876  
[enquiries@lcf.co.uk](mailto:enquiries@lcf.co.uk)

**Harrogate**  
 The Exchange  
 Station Parade  
 Harrogate HG1 1TS  
 01423 502 211  
[enquiries@lcf.co.uk](mailto:enquiries@lcf.co.uk)

**Ilkley**  
 2 The Wells Walk  
 Ilkley  
 West Yorkshire LS29 9LH  
 01943 601 020  
[enquiries@lcf.co.uk](mailto:enquiries@lcf.co.uk)